

**CIVIL SERVICE COMMISSION MINUTES**

**May 3, 2006**

A regular meeting of the Civil Service Commission was held at 2:30 p.m., in Room 358 of the County Administration Building, 1600 Pacific Highway, San Diego, California.

Present were:

A.Y. Casillas  
Barry I. Newman  
Francesca Krauel  
W. Dale Bailey  
Cheryl Fisher

Absent was:

None

Comprising a quorum of the Commission

Support Staff Present:

Patt Zamary, Executive Officer  
William Smith, Senior Deputy County Counsel  
Selinda Hurtado-Miller, Reporting

**Approved**  
**Civil Service Commission**

**June 7, 2006**

COUNTY OF SAN DIEGO  
CIVIL SERVICE COMMISSION MINUTES  
May 3, 2006

2:00 p.m.            CLOSED SESSION: Discussion of Personnel Matters  
and Pending Litigation

2:30 p.m.            OPEN SESSION: Room 358, 1600 Pacific Highway, San  
Diego, California

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<u>Discussion Items</u>	<u>Continued</u>	<u>Referred</u>	<u>Withdrawn</u>
3,5			10

COMMENTS: Motion by Bailey to approve all items not held for  
discussion; seconded by Fisher. Carried.

OPEN SESSION AGENDA  
County Administration Center, Room 358

**MINUTES**

1. Approval of the Minutes of the regular meeting of April 5, 2006.

**Approved.**

**CONFIRMATION OF ASSIGNMENTS**

2. Commissioner Casillas: Donna Clark-Richardson, SEIU Local 2028, on behalf of **Marie Renteria**, Legal Support Assistant I, appealing a Final Order of Demotion in Rank and Charges (from Legal Support Assistant II) from the Office of the District Attorney.

**Confirmed.**

**DISCIPLINES**

**Findings**

3. Commissioner Bailey: **Ernest Saenz**, Program Specialist I, appealing a Final Order of Demotion and Charges (from Program Specialist II) from the Health and Human Services Agency.

**FINDINGS & RECOMMENDATIONS:**

Appellant Ernest Saenz was a Program Specialist II in the Food Stamps Division of the Health and Human Services Agency

who was demoted to Program Specialist I, due to recurring problems of timeliness and accuracy in his assignments. The performance charges in the Order of Demotion were proven at the Commission hearing. Although Appellant had many successful years in the Social Worker series and has undergone personal hardships in the last few years, the performance problems were found to be independent thereof. Additionally, the Employee was given the opportunity to improve his performance problems through two Performance Improvement Plans but was unable to improve. Employee is guilty of Cause I and Cause III. Employee is not guilty of Cause II.

It is therefore ordered that with the exception of Cause II, the Final Order of Demotion and Charges is affirmed; that the Commission approve and file this report; and that the proposed decision shall become effective upon the date of approval by the Civil Service Commission.

**Motion by Bailey to approve Findings and Recommendations; seconded by Casillas. Carried.**

#### **SELECTION PROCESS**

##### **Appeals**

4. **Rigoberto Vindiola**, Protective Services Worker, Health and Human Services Agency, appealing his non-selection for the classification of Public Defender Investigator I by the Alternate Public Defender. (Continued from the April 5, 2006 Commission meeting.)

RECOMMENDATION: Deny Request.

**Staff recommendation approved.**

5. **Marion L. Weathers**, appealing his non-selection for the classification of Intermediate Clerk by the Health and Human Services Agency.

RECOMMENDATION: Deny Request.

Mr. Weathers addressed the Commission stating that he completed courses on 2 separate occasions in order to address the reasons behind his non-selection. Barbara Lee of the Agency presented herself for any questions that the Commission might have relating to this matter. Having no further questions or comments the Commission voted.

**Motion by Bailey to approve staff recommendation;  
seconded by Casillas. Carried.**

**OTHER MATTERS**

**Request for Reinstatement**

6. **Allison Duane Walker**, former Custodian, requesting employment reinstatement with the Health and Human Services Agency.

RECOMMENDATION: Deny Request.

**Staff recommendation approved.**

**Ratification of Medical Provider**

7. Ratification of **Emanuel Tau, Psy.D.**, as an additional name to the list of medical providers to be used for fitness for duty examinations at the request of the Department of Human Resources.

RECOMMENDATION: Ratify.

**Item No. 7 Ratified.**

**Extension of Temporary Appointments**

8. Sheriff's Department

1 Forensic Evidence Technician (Leann Back)

9. Health and Human Services Agency

9 Residential Care Worker Trainees (Christopher Amezcua, Tiffany Amos, Jnai Beard, Henry Cross, Maria Del Rocio Cruz, Gisela Gomez, Sandra Gutierrez, Natalie Lewis, Leslie Rosales)

10. County Library

1 Temporary Expert Professional (Kevin Vigil)

**Withdrawn.**

RECOMMENDATION: Ratify Item Nos. 8 and 9.

11. Public Input.

ADJOURNED: 2:45 p.m.

**NEXT REGULAR MEETING OF THE CIVIL SERVICE COMMISSION: JUNE 7, 2006**